

EU Framework 7 project genSET

genSET Workshop

Advancing *Excellence in Science* through
Gender Equality

28-29 March 2011

Linköping University



- **Tema Institute, Linköping University:**

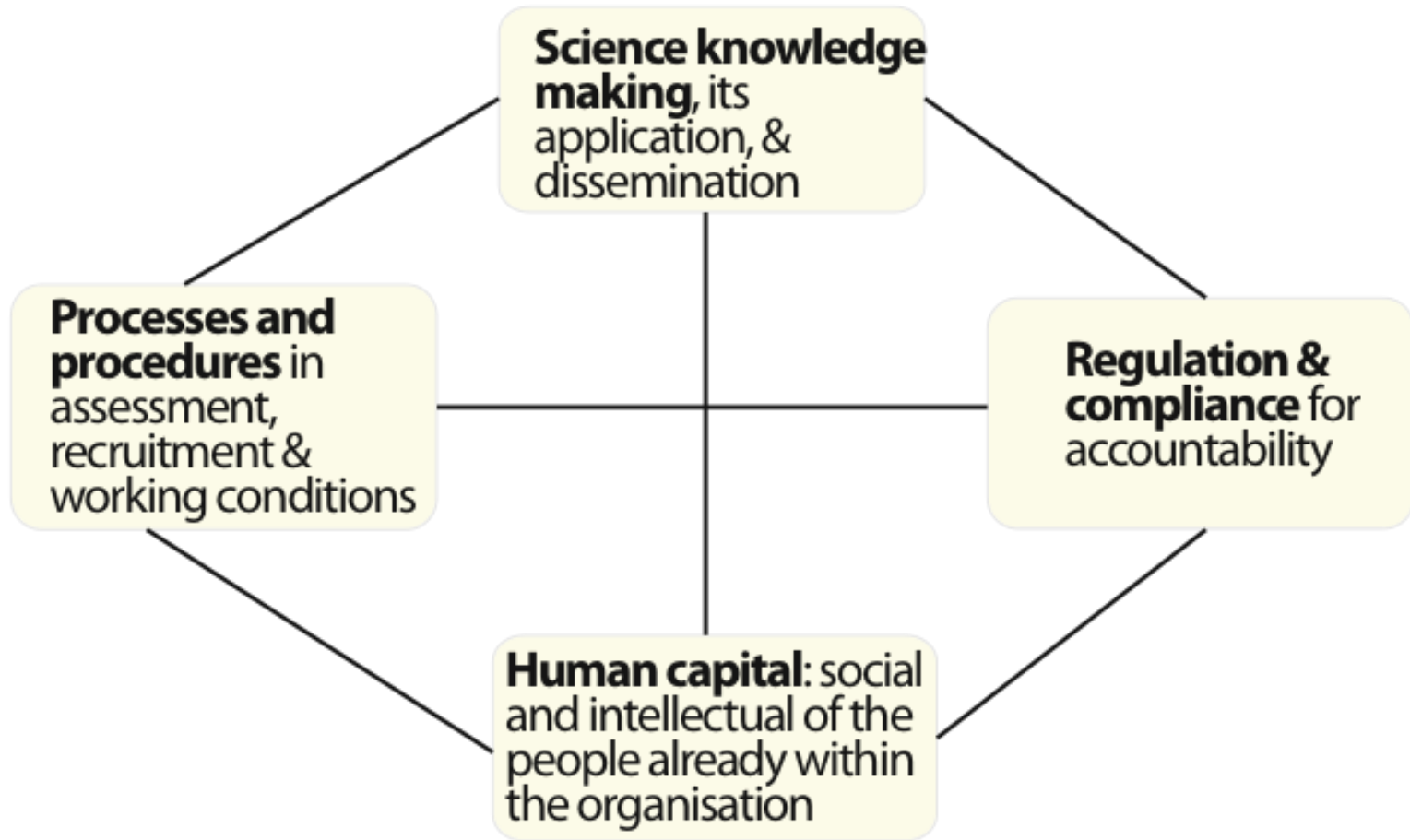
an interdisciplinary research and teaching institute, with interdisciplinary research specialisms in:

- Water, Environment and Sustainability
- Technology and Social Change
- Child Studies and Education
- Gender Studies

The genSET project

- Coordinated from Portia Ltd, London
- Dr Elizabeth Pollitizer and Henrietta Dale

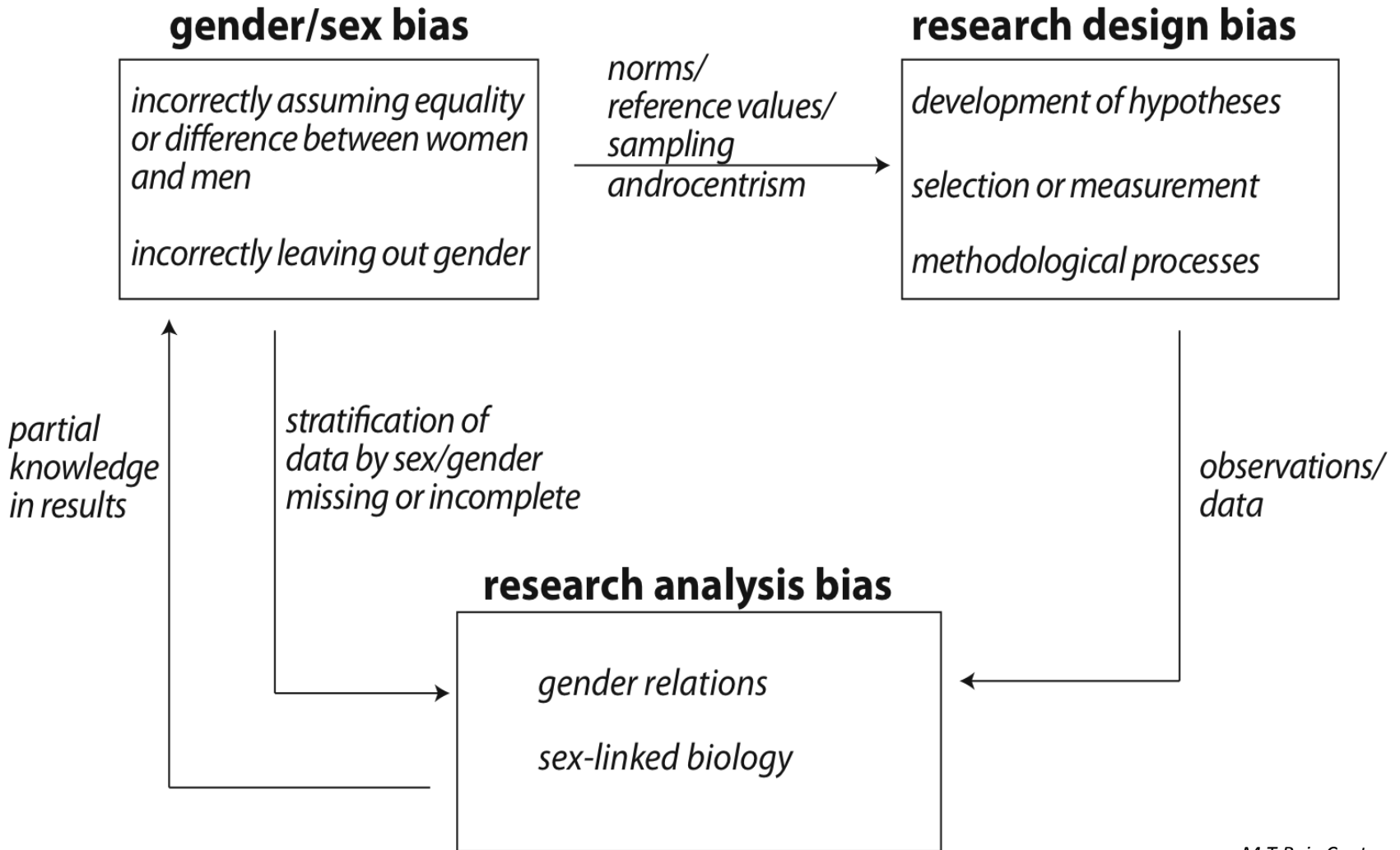
Gender equality strategy for science institutions



Common gender problems in science

- **Bias in assessment and selection** of people and work, e.g. consistently scoring men higher than women ('excellent' vs 'good')
- **Bias in the organisation of work**, e.g. undervaluing women's social capital and leadership styles (networks, committees, collective intelligence)
- **Bias in research process**, e.g. assuming same impact for women and men (pain, cardio, etc.)
- **Bias in knowledge making**, e.g. taking male body as the norm and women as derivation from that norm (anatomy, radiation, engineering etc.)

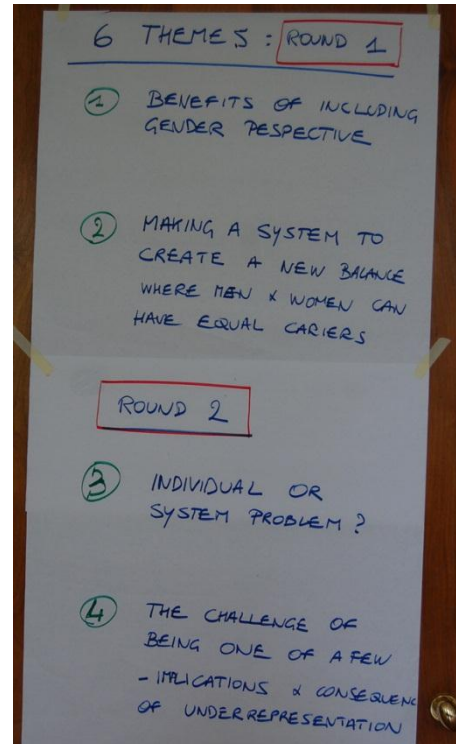
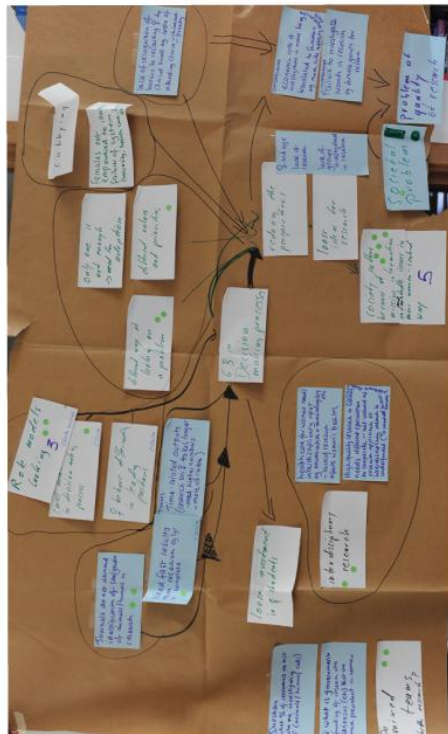
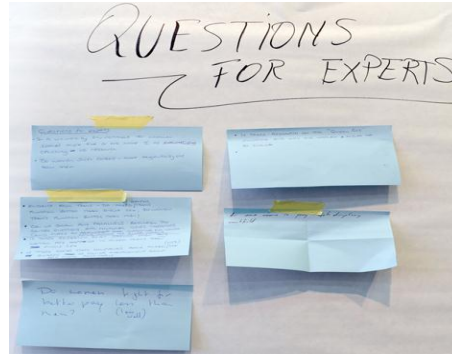
Interlinking Quality of Science Knowledge with Gender/Sex Issues



genSET: www.genderinscience.org

- FP7 Science in Society project
- Raising awareness of **common gender problems**
- **Institutional capacity-building** to solve problems
- **>100 science** institutions involved across Europe
- **Dialogue between:** scientists, gender research experts, and policy makers
- **Science leaders' consensus** on gender in science
- Gender equality strategy, **13 evidence-based recommendations for action**
- **genSET Gender Summit, 8-9 Nov 2011, Brussels**

Facilitate Participatory Dialogue, Deliberation and Consultation



Communicate Gender Issues in the Appropriate Language: the genSET Consensus Seminars



THIS WORKSHOP:

- **Advancing *Excellence*
in *Science* through
Gender Equality**

- In recent years - major policy developments and policy debates on both:
 - the *search for excellence* in science, and
 - the need for *more effective gender mainstreaming and gender equality measures*
- However, these two sets of initiatives have usually been promoted rather separately from each other, at organisational, national and European levels

Focus on:

- *excellence and gender equality* in science institutions
 - universities, institutes, companies, research councils, funders
 - geographical spread
 - different stages of development of gender equality policy
- how *research managers and leaders* can enhance excellence and promote gender equality at the same time
- *policy implementation and practices*, + examples of successful interventions on excellence and gender equality
- capacity building on actions and *opportunities* to remove gender bias and *barriers* that diminish *science excellence*
- *dialogue and support* between science institutions and gender experts; mentoring of 5 selected organisations to assist implementation of gender action plans


Recommended reading

workshop briefing materials:

- genSET Consensus Seminar Briefing Notes, Supplement, *and* Recommendations for Action (2010)
- *Gender and Excellence in the Making*, EC (2004)
- *The Gender Challenge in Research Funding*, EC (2009)
- *Talent at Stake: Changing the Culture of Research, Gender-sensitive Leadership*, Norway (2010)
- Also, large genSET reference library on gender in science

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- **EXCELLENCE, EXCELLENCE IN SCIENCE ...**
 - **Gender and gender relations**
 - **Gender equality, gender mainstreaming and gender equality measures**
 - **Excellence and gender equality in science organisations and institutions**
 - **Research management, leadership, policy implementation, and research practices**


- Equality law
- Ministry of Women's Affairs/Statutory gender equality agency
- Commitment to gender mainstreaming
- Women in Science unit in the Ministry
- Quotas
- Targets
- Sex-disaggregated statistics
- Networks for women in science
- Mentoring for women in science
- Women's studies taught in universities
- Gender studies taught in universities
- Gender equality plans in universities
- Special funding available for women in science
- Resources for returnees
- Paternity leave

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- **Individual:** Who does what in science, women's participation: **fix number of women!**
 - **Organisational:** Gender in organisation/organising/cultures of science: **fix the institutions!**
 - **Knowledge:** Gender in research process and knowledge production in science: **fix the knowledge!**

Interlinking Research Excellence with Gender Issues

...“the inclusion of gender issues in the research is a resource to create new knowledge and stimulate innovation...this dimension should be taken into account while modernizing research institutions and in any structural and cultural change, designed to improve the effectiveness and impact of the research itself”

General Secretariat of the Council of the European Union,
Brussels, May 28, 2010

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- “... as we pursue excellence in education, we must recognize that equity is an inseparable component of excellence. Excellence without equity is not excellence, it is privilege.”

Dr Adam Urbanski



Workshop programme

DAY 1 March 28, 2011

- 12:00–13:00 **Registration and lunch**
- 13:00–13:30 **Welcome and introduction**
- Professor Jeff Hearn, Linköping University
- 13:30–14:00 **Advancing excellence in science through gender equality**
Professor Martina Schraudner, Fraunhofer-Gesellschaft, Germany
- 14:00–15:00 **Implementing gender equality actions in science organisations: 3 examples of proactive European organisations**
- Dr. Carl Jacobsson, Swedish Research Council
- Dr. Maya Widmer, Swiss National Science Foundation
- Professor Simone Buitendijk, TNO, Netherlands
- 15:00–15:30 Coffee
- 15:30–17:30 **Working groups, session 1:**
- Funding organisations, Universities and research organisations, Technological universities, Policy making
- 17:30–18:15 **General discussion in plenary**
- 19:30 **Dinner**

- **DAY 2 March 29, 2011**
- **9:00–9:30 Gatekeeping of excellence and gender equality**
Professor Liisa Husu, Örebro University and Linköping University
- **9:30–9:50 Implementing gender equality actions in science organisations: a further example of a proactive European organisation**
Vice-Rector Professor Curt Rice, Trømsø University, Norway
- **9:50–10:10 What next for engaging leadership and management in bringing together scientific excellence and gender equality?**
Professor Jeff Hearn, Linköping University
- 10:10–10:40 Coffee
- 10:40–12:00 **Working groups, session 2**
- 12:00–13:00 **Reporting of the working groups**
- 13:00–14:00 Lunch
- 14:00–15:30 **Final discussion and closing of the workshop**

- 16:00–18:00 **Individual mentoring session for institutions which have requested this**

Professor Simone Buitendijk, Leiden University, Amsterdam University, and TNO, The Netherlands

Professor Jeff Hearn, Linköping University, and Hanken School of Economics, Finland

Professor Liisa Husu, Örebro University and Linköping University

Dr Carl Jacobsson, Swedish Research Council

Professor Curt Rice, Tromsø University, Norway

Professor Martina Schraudner, Fraunhofer Institute, and Technical University Berlin, Germany

Maya Widmer, Swiss National Science Foundation

Workshop support team:

Alp Biricik, Berit Starkman, Claire Tucker, Linköping University

The role of the experts

- Short key inputs
- Chair and facilitate the groups – keeping the focus!
- Assist in feedback discussions
- Provide information on genSET (esp. Buitendijk, Hearn, Husu, Rice, Schraudner, also Dale, Pollitzer)
- Mentor selected institutions